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RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*on the report of the Fifth Committee (A/54/677)*]

54/238. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the report of the International Civil Service Commission for the year 1999[1] and other related reports,[2]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument to secure staff of the highest standards of efficiency, competence and integrity for the international civil service, as stipulated under the Charter of the United Nations,

Reaffirming the central role of the Commission in the regulation and coordination of the conditions of service of the United Nations common system,

Reaffirming also the statute of the Commission,

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[1] *Official Records of the General Assembly, Fifth-fourth Session, Supplement No. 30* (A/54/30).

[2] A/54/434, A/54/483 and A/C.5/54/24.

I

CONDITIONS OF SERVICE OF STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

A. *Noblemaire principle and its application*

Recalling its resolution 44/198 of 21 December 1989 and other relevant resolutions,

1. *Reaffirms* the continued application of the Noblemaire principle;

2. *Also reaffirms* the need to continue to ensure the competitiveness of the conditions of service of the common system;

B. *Evolution of the margin*

Recalling section I.B of its resolution 52/216 of 22 December 1997 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

Recalling also section IX, paragraph 3, of its resolution 46/191 A of 20 December 1991, in which it requested the Commission to include in its work a review of the differences between the United Nations and the United States net remuneration at individual grade levels,

Recalling further section II.B, paragraph 3, of its resolution 48/224 of 23 December 1993, wherein it considered that the Commission should address the imbalance in the United Nations/United States remuneration ratios in the context of overall margin considerations,

1. *Notes* the view of the Commission that, bearing in mind the imbalance in the margin levels, a recommendation for a differentiated salary increase by grades would need to be submitted to the General Assembly at the time of any future recommendation for a real salary increase;

2. *Also notes* that the margin between the net remuneration of United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service for 1999 is 114.1;

C. *Base/floor salary scale*

Recalling section I.H of its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

1. *Approves*, with effect from 1 March 2000, the revised base scale of gross and net salaries for staff in the Professional and higher categories, contained in annex I to the present resolution, and the

consequential amendment to the Staff Regulations of the United Nations, as reflected in section A of annex II to the present resolution;

2. *Decides* that, with effect from 1 March 2000, the staff assessment amounts at various grades and steps for those receiving remuneration at the single rate will be determined in accordance with the procedure outlined in section B of annex II to the present resolution;

D. *Post adjustment at Geneva*

Recalling section I.B of its resolution 50/208 of 23 December 1995, section I.E of its resolution 51/216 of 18 December 1996, section I.D of its resolution 52/216 and section I.G of its resolution 53/209 of 18 December 1998, related to the establishment of a single post adjustment index in respect of staff members whose duty station is Geneva,

1. *Takes note* of the views and conclusions of the Commission contained in paragraphs 36 and 37 of its report;[1]

2. *Reiterates its request* to the Commission to prepare a comprehensive review of the post adjustment system along the lines requested in section I.G of resolution 53/209 and to include in that report indicative statistics and its views on legal and administrative aspects of the following options:

(*a*) Establishment of a single post adjustment index based on prices at Geneva and the bordering areas in France;

(*b*) Establishment of two separate post adjustment indices, one based on Geneva prices and the other based on prices in the bordering areas in France;

(*c*) Establishment of a single post adjustment index for Geneva and the surrounding cantons;

(*d*) Establishment of a single post adjustment index based on the comparison of prices of goods and services at Geneva with those applicable in New York (Manhattan only);

(*e*) Maintenance of the status quo;

E. *Separation of housing from post adjustment*

Recalling section III, paragraph 4, of its resolution 45/241 of 21 December 1990, in which it requested the Commission to establish a pilot project designed to simulate the operation of the proposals of the Commission in a limited number of duty stations in the field where valid housing comparisons were difficult or impossible,

Takes note of the decision of the Commission, set out in paragraph 99 of its report,[1] not to pursue further the issue of the separation of housing from post adjustment at small field duty stations;

II

REMUNERATION OF THE GENERAL SERVICE AND OTHER LOCALLY RECRUITED CATEGORIES OF STAFF

A. *Review of the basis for the dependent children's allowance*

Recalling section II.C of its resolution 52/216,

1. *Endorses* the decision of the Commission, set out in paragraph 110 (*a*) of its report,[1] that the social benefit approach for the payment of the children's allowance should continue to be maintained;

2. *Notes* the intention of the Commission to review the floor formula under the above-mentioned approach in 2001;

B. *Survey of best prevailing conditions of employment in Paris*

Recalling section II.A of its resolution 52/216, in which it reaffirmed that the Flemming principle should continue to serve as the basis for determining the conditions of service of the General Service and related categories and endorsed the revised methodology for surveys of best prevailing conditions of employment for these categories,

Takes note of the results of the salary survey conducted in Paris, as reported in paragraphs 111 to 118 of the report of the Commission;[1]

III

CONDITIONS OF SERVICE APPLICABLE TO BOTH CATEGORIES OF STAFF

A. *Framework for human resources management*

Recalling its resolutions 51/216, 52/216 and 53/209,

1. *Welcomes* the progress made by the Commission regarding the development of an integrated framework for human resources management;

2. *Takes note* of the conclusions and decisions of the Commission contained in paragraphs 173 to 177 of its report;[1]

3. *Requests* the Commission to continue its work in accordance with the programme outlined in paragraph 176 of its report;

B. *Standards of conduct for the international civil service*

Recalling paragraph 13 of its resolution 52/252 of 8 September 1998,

Takes note of the decisions of the Commission contained in paragraphs 200 and 201 of its report;[1]

C. *Education grant*

Recalling section II.D, paragraph 2, of its resolution 48/224, in which it requested the Commission to study expatriate entitlements with a view to harmonizing the practices of organizations with those of the United Nations and to make recommendations thereon to the General Assembly at its fifty-first session,

1. *Requests* the Commission to complete the review of the methodology for the education grant, as well as a review of the purpose, scope, application of and controls for the education grant, and to report the results to the General Assembly at its fifty-fifth session;

2. *Also requests* the Commission, in conjunction with that review, to report specifically on harmonizing education grant practices with those of the United Nations, as called for in General Assembly resolution 48/224;

IV

AMENDMENT PROPOSED BY THE ADMINISTRATIVE COMMITTEE ON COORDINATION TO THE STATUTE OF THE INTERNATIONAL CIVIL SERVICE COMMISSION REGARDING THE ESTABLISHMENT OF AN AD HOC ADVISORY PANEL OF THE UNITED NATIONS SYSTEM

Having considered the note by the Secretary-General,[3]

1. *Takes note* of the comments of the Commission as outlined in paragraphs 206 to 215 of its report;[1]

2. *Reaffirms* the statute of the Commission;

V

REVIEW OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Recalling paragraph 22 of its resolution 52/12 B of 19 December 1997,

Having considered the note by the Secretary-General on the review of the Commission,[4]

1. *Emphasizes* that the review process should be impartial and transparent, and that the Commission shall participate fully in the process;

2. *Decides* to revert to the consideration of the modalities of the review of the Commission, including the proposal of the Secretary-General contained in his note,[4] at the main part of its fifty-fifth session, subject to the submission by the Secretary-General of the information requested in paragraph 22 of General Assembly resolution 52/12 B;

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[3] A/C.5/54/24.

[4] A/54/483.

3. *Requests* the Secretary-General to include the following elements in the information to be submitted to the General Assembly:

(*a*) Concrete and specific reasons, if any, for such a review;

(*b*) Identification of specific problems, if any, to be addressed;

(*c*) Objectives to be achieved by the review;

(*d*) Possible impact on the common system of such a review;

(*e*) Information on progress achieved as a result of previous reviews of the working methods and functioning of the Commission.

88th plenary meeting
23 December 1999

ANNEX I

Salary scale for staff in the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment [a]

(United States dollars)

(Effective 1 March 2000)

Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
Under-Secretary-General																
USG	Gross	158 132														
	Net D	108 242														
	Net S	97 411														
Assistant Secretary-General																
ASG	Gross	143 674														
	Net D	99 278														
	Net S	89 899														
Director																
D-2	Gross	117 550	120 165	122 777	125 389	128 002	130 615									
	Net D	83 081	84 702	86 322	87 941	89 561	91 181									
	Net S	76 325	77 683	79 041	80 398	81 756	83 113									
Principal Officer																
D-1	Gross	103 763	106 000	108 239	110 471	112 710	114 947	117 185	119 423	121 658						
	Net D	74 533	75 920	77 308	78 692	80 080	81 467	82 855	84 242	85 628						
	Net S	68 893	70 112	71 329	72 545	73 763	74 972	76 135	77 297	78 459						
Senior Officer																
P-5	Gross	91 215	93 239	95 265	97 289	99 313	101 335	103 361	105 385	107 408	109 434	111 458	113 481	115 505		
	Net D	66 753	68 008	69 264	70 519	71 774	73 028	74 284	75 539	76 793	78 049	79 304	80 558	81 813		
	Net S	62 014	63 164	64 267	65 370	66 471	67 572	68 674	69 776	70 878	71 980	73 082	74 183	75 262		
First Officer																
P-4	Gross	75 424	77 282	79 135	80 986	82 844	84 697	86 552	88 406	90 279	92 252	94 224	96 202	98 174	100 148	102 124
	Net D	56 380	57 606	58 829	60 051	61 277	62 500	63 724	64 948	66 173	67 396	68 619	69 845	71 068	72 292	73 517
	Net S	52 503	53 629	54 751	55 872	56 996	58 116	59 238	60 360	61 481	62 603	63 701	64 778	65 852	66 926	68 002
Second Officer																
P-3	Gross	61 730	63 473	65 217	66 956	68 700	70 441	72 182	73 926	75 668	77 411	79 153	80 894	82 636	84 377	86 121
	Net D	47 342	48 492	49 643	50 791	51 942	53 091	54 240	55 391	56 541	57 691	58 841	59 990	61 140	62 289	63 440
	Net S	44 191	45 248	46 307	47 364	48 422	49 479	50 536	51 594	52 650	53 708	54 762	55 816	56 870	57 923	58 977
Associate Officer																
P-2	Gross	50 349	51 779	53 206	54 635	56 063	57 490	58 919	60 377	61 938	63 495	65 052	66 612			
	Net D	39 251	40 281	41 308	42 337	43 365	44 393	45 422	46 449	47 479	48 507	49 534	50 564			
	Net S	36 815	37 749	38 680	39 612	40 543	41 477	42 424	43 368	44 317	45 263	46 208	47 155			
Assistant Officer																
P-1	Gross	38 988	40 363	41 735	43 108	44 479	45 851	47 226	48 599	49 969	51 343					
	Net D	31 071	32 061	33 049	34 038	35 025	36 013	37 003	37 991	38 978	39 967					
	Net S	29 310	30 221	31 131	32 043	32 953	33 863	34 775	35 674	36 568	37 465					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

[a] This scale will be implemented in conjunction with a consolidation of 3.42 per cent of post adjustment. There will be consequential adjustments in post adjustment indices and multipliers at all duty stations effective 1 March 2000. Thereafter, changes in post adjustment classifications will be implemented on the basis of the movements of the consolidated post adjustment indices.

ANNEX II

Amendments to the Staff Regulations of the United Nations

Regulation 3.3

Replace the second table in paragraph (*b*) (i) with the following:

Staff assessment rates to be used in conjunction with gross base salaries

(Effective 1 March 2000)

A. *Staff assessment rates for staff members with dependants*

Assessable payments (United States dollars)	*Staff assessment rates for staff members with a dependent spouse or a dependent child (Percentage)*
First 30 000 per year	18
Next 30 000 per year	28
Next 30 000 per year	34
Remaining assessable payments	38

B. *Staff assessment for staff members without dependants*

Staff assessment amounts for staff members with neither a dependent spouse nor a dependent child are equal to the differences between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.